

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



U.S. AIR FORCE

**AF Occupational Measurement Squadron
(AFOMS)**

Mission Brief

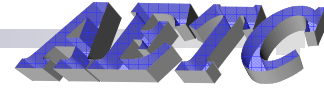
**2dLt Dustin Weeks
7 May 2004**

Integrity - Service - Excellence

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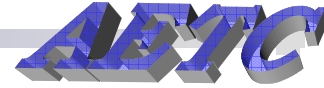
Overview



- **Our Mission**
- **Our Team**
- **Our Products & Processes**
- **Program Integration**



Mission



**Provide occupational programs to optimize
United States Air Force
personnel and training decisions**





The Team



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Air Education and Training Command
Director of Operations
Major General William Fraser III

First
Sergeant
MSgt "EJ" Jones

AFOMS
Commander
Lt Col John Gardner

Operations
Officer
**Major Reginald
McDonald**

Occupational
Analysis Flight
Mr John Kamrath

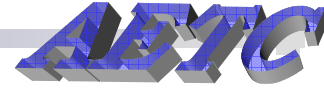
Professional
Development Flight
CMSgt Debra Bass

Test Development
Flight
Maj Tom Jervey

Resources Flight
Maj Bryan Runion



Key Products



Promotion Tests

- 320 Promotion Tests
- 600+ SMEs Hosted

Study Guides

- 540K Study Guides distributed



Resources

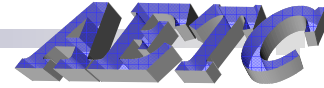
- Corporate Database
- Software Design

Analysis

- Occupational Surveys
- Task Analysis Reports
- SKT Extracts/Testing Importance Surveys



Applications of Our Data

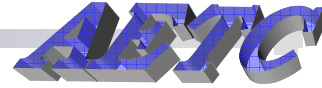


- **Promotion Testing:**
 - Validation of every test question
- **Training:**
 - What...When...Where...To Whom...How??
- **Personnel:**
 - Merge or separate occupations
- **Special Use...Research:**
 - Retention...Force Development....
- **Deployment/Home Station:**
 - Who...What...When...Where??





Test Development Mission



Develop, print, ship all enlisted promotion tests and manage worldwide network of test control officers

...One-stop shopping for promotion tests



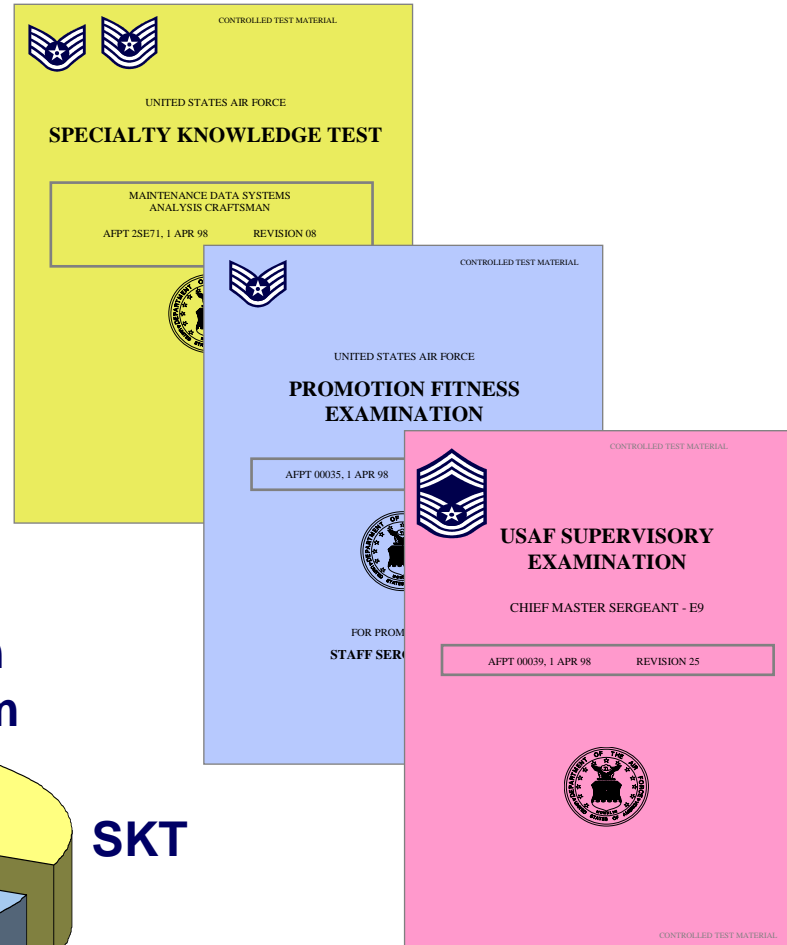


Promotion Testing: Cornerstone of WAPS

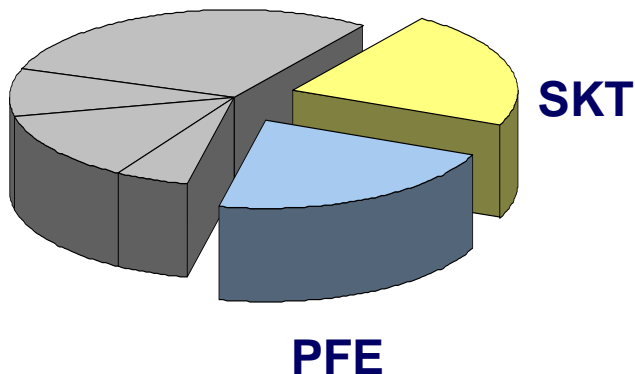


AETC

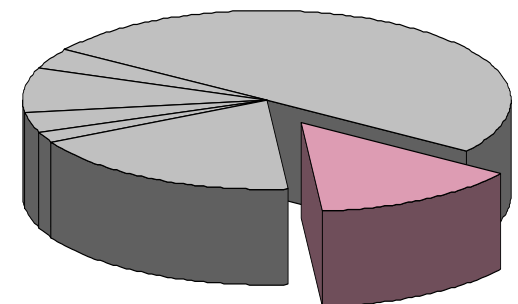
Valid, Fair, and Credible Tests



Weighted Airman Promotion System

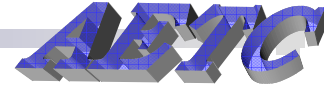


Senior NCO Promotion Program





Professional Development Mission



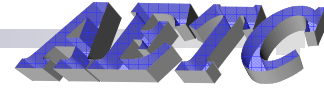
Improve Air Force capabilities by providing professional development study guides & Airman's Handbook

...Produce enlisted promotion test study guides & Airman's Handbook





Professional Development: Shaping the Enlisted Corps

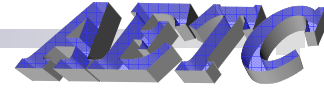


- **Identify common knowledge for all NCOs**
- **Provide single source reference for promotion testing & professional development**





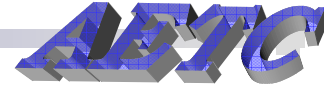
Professional Development: Airman Handbook



- **CSAF initiative**
- **Audience: civilian, officers, enlisted**
- **AETC/CV selected AFOMS**
- **1 Aug 04 transition from Air Staff to AFOMS**



Resources Mission



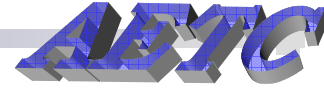
Provide financial/resource stewardship and automation support for the AFOMS mission

...Keep the store open





Occupational Analysis Mission



Facilitate decision-making by providing objective information about Air Force occupations

...Find out everything you ever wanted to know about what people do in their Air Force jobs





Occupational Analysis Process (1)



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3-Year
Resurvey

Occupational
Survey Request

Develop
Job
Inventory

Administer
Survey

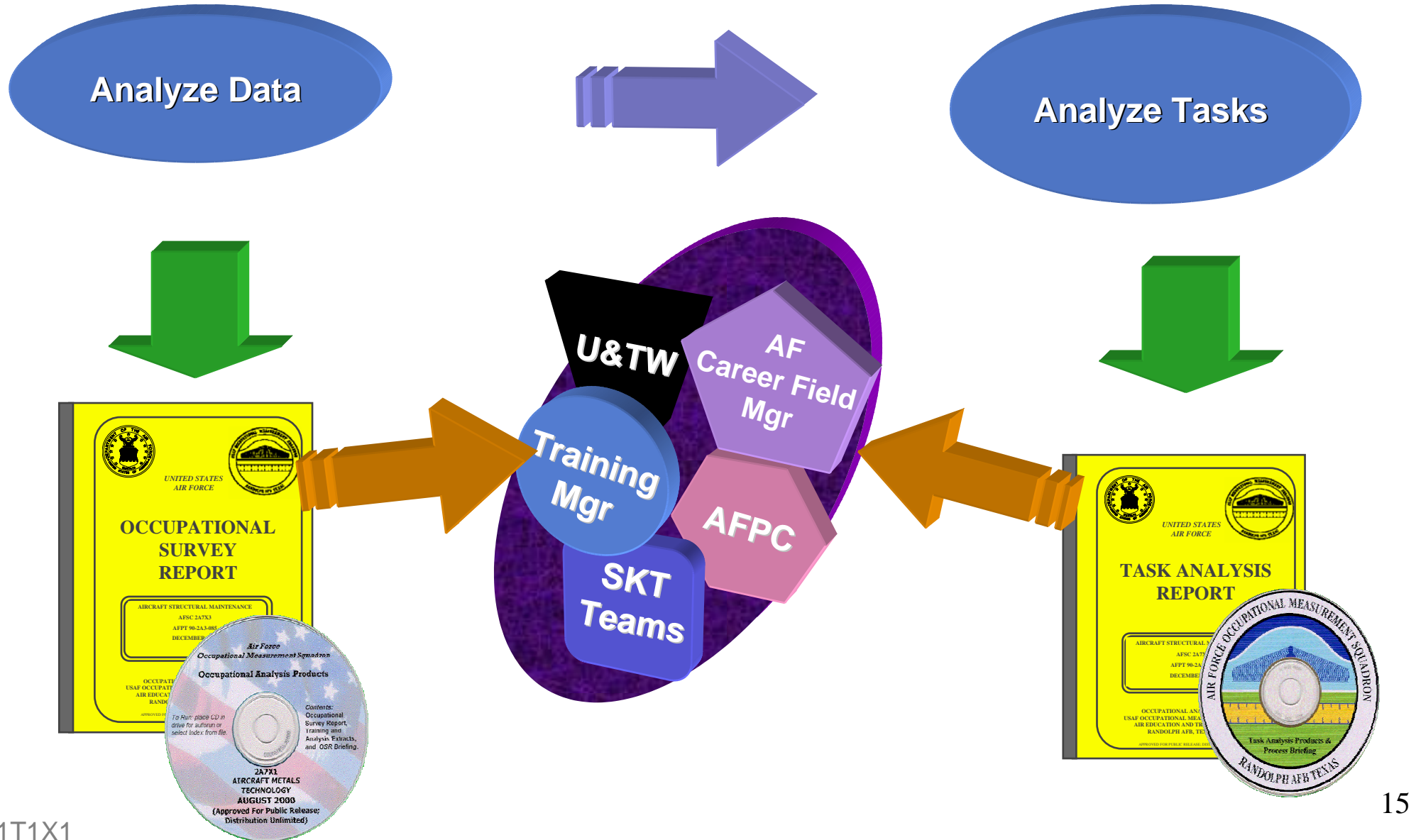




Occupational Analysis Process (2)



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Program Integration



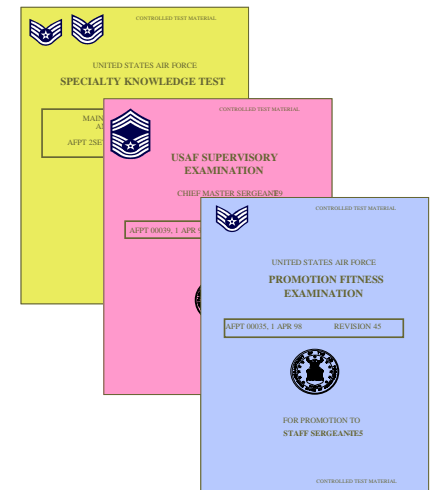
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**Occupational
Analysis**



Study Guides



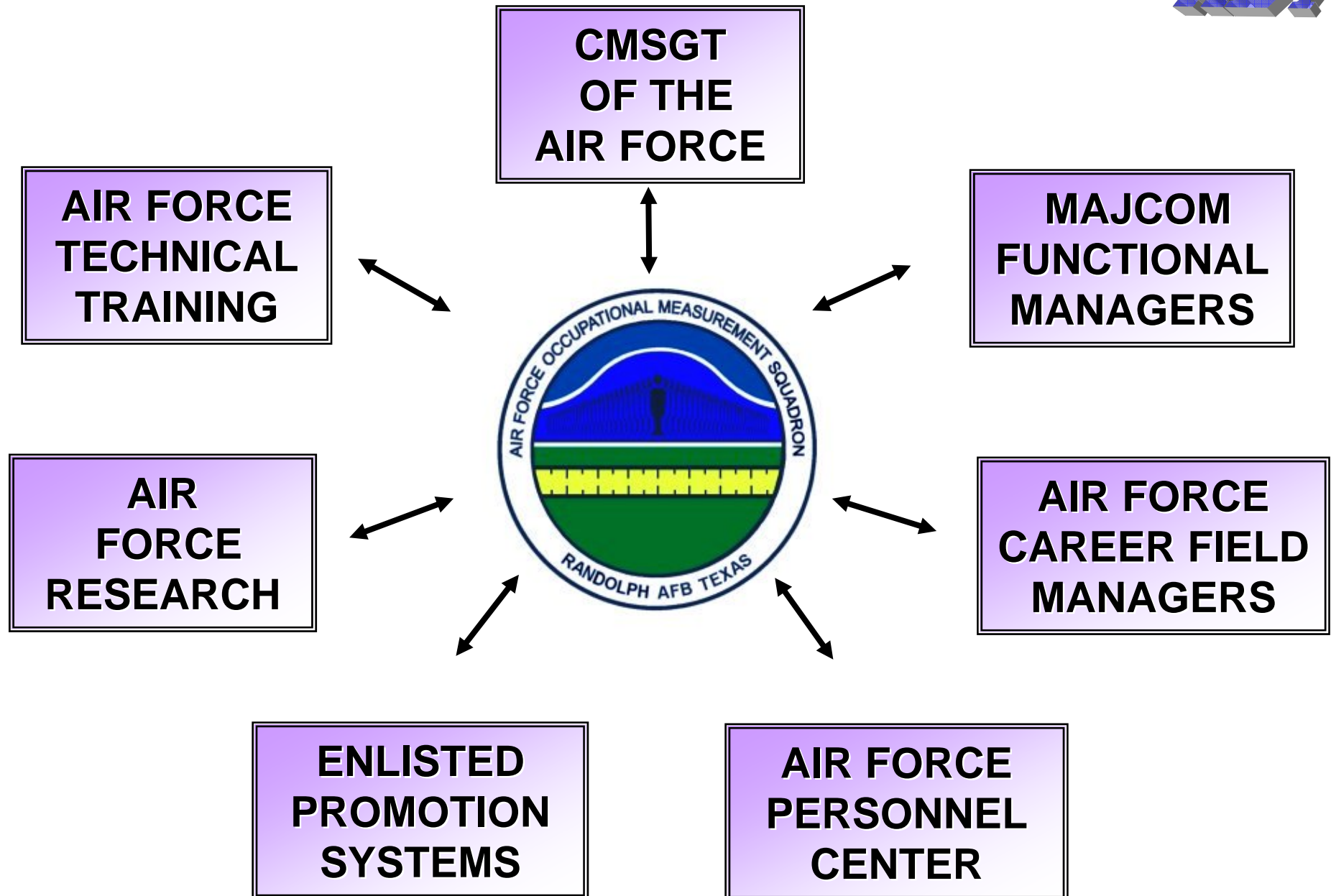
**Promotion
Tests**



“Sphere” of Influence



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Occupational Measurement...



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...Combat-Ready Air Force

**Our success rooted in our objective orientation –
“No dog in the fight”**



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U.S. AIR FORCE

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



Occupational Survey Report AFSC 1T1X1 Aircrew Life Support

U.S. AIR FORCE

**2dLt Dustin Weeks
7 May 2004**

Integrity - Service - Excellence

Air Force Occupational Measurement SQ



AFOMS/OA

1550 Fifth Street East

Randolph AFB, TX 78150

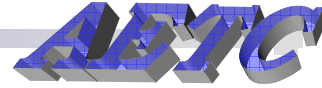
DSN 487-6811

<https://www-r.omsq.af.mil/OA/oaproducts.htm>

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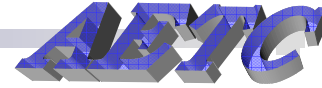
Overview



- Survey background
- Survey results
- Implications



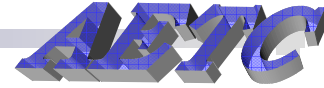
Executive Summary



- Fairly homogeneous job structure with three independent jobs and three job clusters identified
- Technical tasks are performed by all skill levels
- Career ladder documents well supported by survey data
 - Numerous tasks not referenced to STS
- Job satisfaction indicators virtually identical to those reflected in the 2000 survey



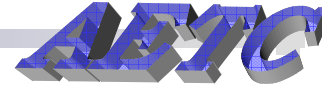
Work Performed



- Manage and perform inspections, maintenance, and adjustments of aircrew life support and chemical defense equipment
- Supervise and conduct aircrew shelter processing, chemical defense training and life support continuation training



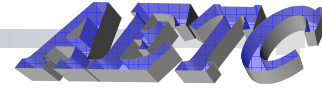
Current Training Program



- 361 TRS, Sheppard AFB TX
- J3ABR1T131 003 - Aircrew Life Support Apprentice Course
 - 6 weeks, 2 days
- 11 semester hours for CCAF
 - Programmed TPR
 - FY04: 229 students
 - FY05: 253 students
 - Programmed Elimination Rate
 - FY04: 5%
 - FY05: 3%



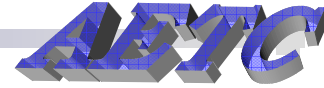
Current Training Program (cont.)



- 361 TRS, Sheppard AFB TX
- J3ACR1T171 001 - Aircrew Life Support Craftsman Course
 - 2 weeks
- 3 semester hours for CCAF
 - Programmed TPR
 - FY04: 236
 - FY05: 228
 - Programmed Elimination Rate
 - FY04: None
 - FY05: None



Survey Background

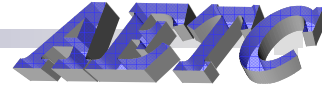


- Last occupational survey report (OSR): August 2000
- Current survey developed: November 2002 - March 2003
 - Sheppard AFB TX (Tech School)
 - Nellis AFB NV
 - March ARB CA
 - Travis AFB CA
 - Hurlburt Field FL
 - Eglin AFB FL
 - Randolph AFB TX
 - Barksdale AFB LA





Survey Background (cont.)

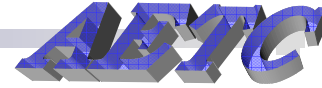


- Survey initiated to obtain data to:
 - Evaluate current classification and training documents
 - Support promotion test development
- Current survey data collected: May 2003 - September 2003
- Components surveyed:
 - Active Duty: 3-, 5-, 7-, 9-Skill Levels
 - Guard: 5-, 7-, 9-, 00-Skill Levels
 - Reserve: 5-, 7-, 9-, 00-Skill Levels





Survey Sample Characteristics



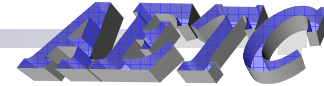
	<u>AD</u>	<u>AFRC</u>	<u>ANG</u>	<u>Total</u>
*Assigned	1,859	446	801	3,106
Mailed Out	1,628	412	720	2,760
Sample	802	112	215	1,129
Usable Returns	49%	27%	30%	41%

- Average time in career field for AD: 9 years 2 months
- Average TAFMS for AD: 10 years
- Percent of AD in first enlistment: 25%

* Assigned as of May 2003



Paygrade Distribution



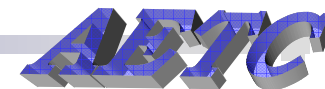
	*Assigned	Sample
E-1 - E-3	21%	19%
E-4	21%	18%
E-5	23%	26%
E-6	19%	21%
E-7	11%	10%
E-8	4%	4%
E-9	1%	1%

* Assigned as of May 2003

Note: Columns may not add up to 100% due to rounding



Command Representation



Command	**Assigned %	Sample %
ANG	25	19
ACC	20	23
AMC	15	19
AFRC	14	10
AETC	9	12
PACAF	6	7
USAFE	4	7
AFSOC	4	2
AFMC	2	1
AFSPC	*	1

* Indicates less than 1%

* **Assigned as of May 2003

Note: Columns may not add up to 100% due to rounding

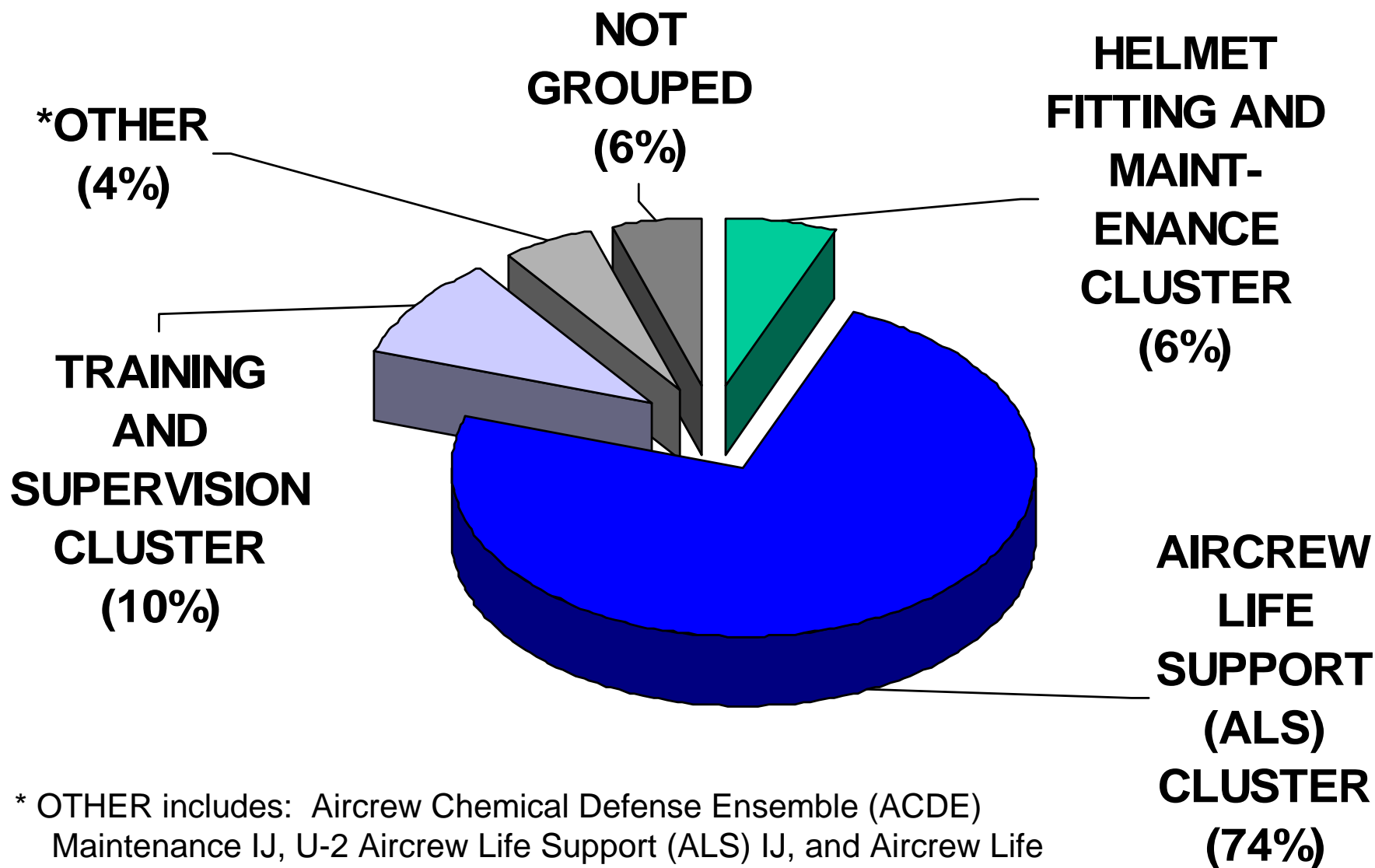


Specialty Clusters and Jobs

(N=1,129)



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* OTHER includes: Aircrew Chemical Defense Ensemble (ACDE) Maintenance IJ, U-2 Aircrew Life Support (ALS) IJ, and Aircrew Life Support (ALS) Continuation Training IJ

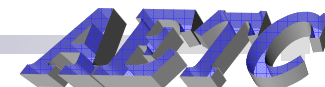
IJ =Independent Job

1T1X1



AIRCREW LIFE SUPPORT CLUSTER

(N=831)

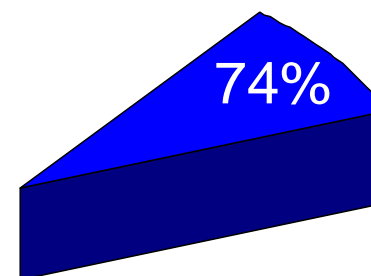


- Inspect aircrew life support equipment
- Inventory aircrew life support equipment
- Clean helmets
- Perform periodic inspections on helmets
- Perform ALSMS or ALERTS inquiries or updates for aircrew life support equipment inspections
- Maintain aircrew life support facilities
- Stencil or etch identification numbers on aircrew life support equipment

Emergency Oxygen and Breathing Job

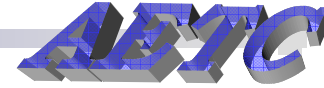
ANG/AFRC Survival Emergency
Equipment Maintenance Job

Aircrew Life Support Job



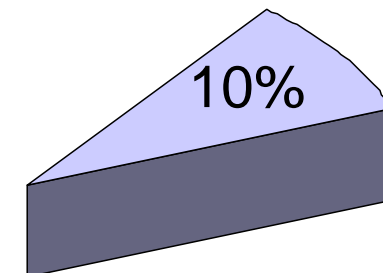


TRAINING AND SUPERVISION CLUSTER (N=109)



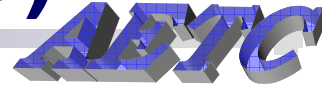
- Counsel subordinates concerning personal matters
- Review TO changes
- Evaluate personnel for compliance with performance standards
- Conduct on-the-job training (OJT)
- Conduct self-inspections or self-assessments
- Conduct supervisory performance feedback sessions
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Write recommendations for awards or decorations
- Inspect personnel for compliance with military standards

Training/Instruction Job
NCOIC Job
Management and Supervision Job





HELMET FITTING AND MAINTENANCE CLUSTER (N=65)

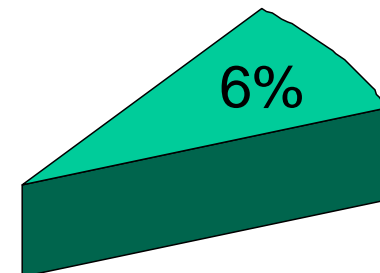


- Perform periodic inspections on helmets
- Inspect aircrew life support equipment
- Clean helmets
- Perform postflight inspections on helmets
- Adjust helmet visors
- Fit nape straps on helmets
- Perform communications checks on helmets
- Drill or refill holes in helmet shells
- Build up helmets from shells
- Fit zetaliners

Breathing Equipment Maintenance Job

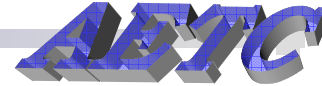
Optical Accessories Job

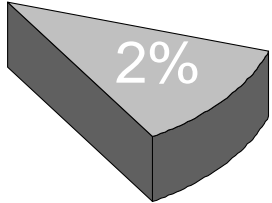
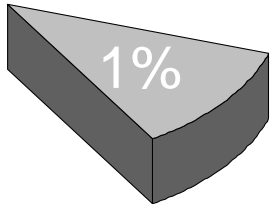
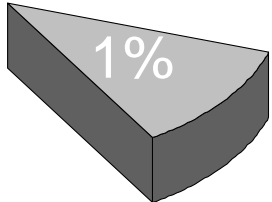
Aircrew Protective Equipment
Maintenance Job





Independent Jobs



- AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) MAINTENANCE IJ (N=24)
 - Perform periodic inspections on ACDE
 - Inventory ACDE
- U-2 AIRCREW LIFE SUPPORT (ALS) IJ (N=6)
 - Perform preflight physical examinations
 - Perform prior-to-entry inspections of aircraft
- AIRCREW LIFE SUPPORT (ALS) CONTINUATION TRAINING IJ (N=22)
 - Identify training equipment as training use only
 - Instruct local area survival training



Percent Across Specialty Clusters and Jobs by DAFSC

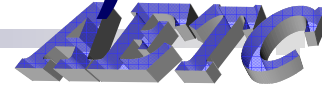


	DAFSC 1T131 (N=233)	DAFSC 1T151 (N=391)
SPECIALTY JOBS		
HELMET FITTING AND MAINTENANCE CLUSTER	14	4
AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) MAINTENANCE IJ	3	2
AIRCREW LIFE SUPPORT CLUSTER	74	77
TRAINING AND SUPERVISION CLUSTER	*	6
U-2 AIRCREW LIFE SUPPORT (ALS) IJ	*	1
AIRCREW LIFE SUPPORT (ALS) CONTINUATION TRAINING IJ	*	3
NOT GROUPED	9	7

* Indicates less than 1%



Percent Across Specialty Clusters and Jobs by DAFSC (cont.)



	DAFSC 1T171 (N=163)	DAFSC 1T191 (N=12)
SPECIALTY JOBS		
HELMET FITTING AND MAINTENANCE CLUSTER	1	0
AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) MAINTENANCE IJ	*	0
AIRCREW LIFE SUPPORT CLUSTER	53	17
TRAINING AND SUPERVISION CLUSTER	33	83
U-2 AIRCREW LIFE SUPPORT (ALS) IJ	*	0
AIRCREW LIFE SUPPORT (ALS) CONTINUATION TRAINING IJ	4	0
NOT GROUPED	8	0

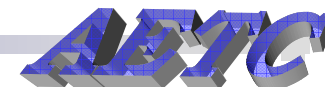
* Indicates less than 1%

• Note: Columns may not add up to 100% due to rounding



Career Ladder Progression

Percent Time Spent on Duties



DUTIES	DAFSC 1T131 (N=233)	DAFSC 1T151 (N=391)
A PERFORMING GENERAL AIRCREW LIFE SUPPORT OPERATIONS AND TRAINING ACTIVITIES	12	12
B FITTING AND MAINTAINING AIRCREW PROTECTIVE EQUIPMENT	5	4
C FITTING AND MAINTAINING HELMETS	18	12
D FITTING AND MAINTAINING OPTICAL ACCESSORIES	4	3
E MAINTAINING ELECTRONIC COMMUNICATIONS EQUIPMENT, SIGNALING DEVICES, OR WEAPONS	7	7
F FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	6	6
G MAINTAINING LIFE RAFTS	5	4
H FITTING AND MAINTAINING LIFE PRESERVERS	4	3

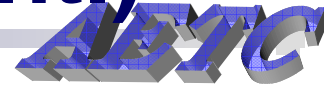
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Career Ladder Progression

Percent Time Spent on Duties (cont.)



DUTIES	DAFSC 1T131 (N=233)	DAFSC 1T151 (N=391)
I MAINTAINING SURVIVAL KITS AND VEST	8	7
J MAINTAINING OXYGEN AND BREATHING EQUIPMENT	11	8
K PERFORMING AIRCREW LIFE SUPPORT CONTINUATION TRAINING	2	4
L PERFORMING AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) ACTIVITIES	4	3
M PERFORMING AIRCREW CONTAMINATION CONTROL AREA (ACCA) ACTIVITIES	1	2
N PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*	*
O PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM ACTIVITIES	6	5

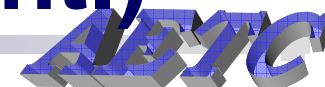
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Career Ladder Progression

Percent Time Spent on Duties (cont.)



DUTIES	DAFSC 1T131 (N=233)	DAFSC 1T151 (N=391)
P DEVELOPING OR MODIFYING AIRCREW LIFE SUPPORT EQUIPMENT	*	*
Q PERFORMING PARACHUTE TESTING ACTIVITIES	*	*
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	3
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	4
T PERFORMING DEPLOYMENT AND CONTINGENCY PLANNING AIRCREW LIFE SUPPORT EQUIPMENT ACTIVITIES	1	2
U PERFORMING TRAINING ACTIVITIES	*	4
V PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	6

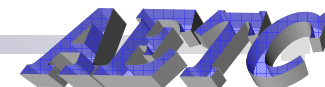
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Career Ladder Progression

Percent Time Spent on Duties



DUTIES	DAFSC	DAFSC
	1T171	1T191
	(N=163)	(N=12)
A PERFORMING GENERAL AIRCREW LIFE SUPPORT OPERATIONS AND TRAINING ACTIVITIES	10	8
B FITTING AND MAINTAINING AIRCREW PROTECTIVE EQUIPMENT	3	2
C FITTING AND MAINTAINING HELMETS	7	5
D FITTING AND MAINTAINING OPTICAL ACCESSORIES	2	2
E MAINTAINING ELECTRONIC COMMUNICATIONS EQUIPMENT, SIGNALING DEVICES, OR WEAPONS	6	5
F FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	4	4
G MAINTAINING LIFE RAFTS	3	2
H FITTING AND MAINTAINING LIFE PRESERVERS	2	1

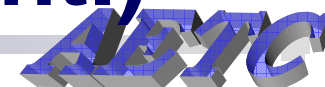
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Career Ladder Progression

Percent Time Spent on Duties (cont.)



DUTIES	DAFSC	DAFSC
	1T171	1T191
	(N=163)	(N=12)
I MAINTAINING SURVIVAL KITS AND VEST	5	3
J MAINTAINING OXYGEN AND BREATHING EQUIPMENT	6	4
K PERFORMING AIRCREW LIFE SUPPORT CONTINUATION TRAINING	6	8
L PERFORMING AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) ACTIVITIES	2	2
M PERFORMING AIRCREW CONTAMINATION CONTROL AREA (ACCA) ACTIVITIES	3	3
N PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*	*
O PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM ACTIVITIES	4	4

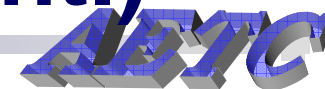
* Indicates less than 1%

• Note: Columns may not add up to 100% due to rounding



Career Ladder Progression

Percent Time Spent on Duties (cont.)



DUTIES	DAFSC	DAFSC
	1T171	1T191
	(N=163)	(N=12)
P DEVELOPING OR MODIFYING AIRCREW LIFE SUPPORT EQUIPMENT	1	1
Q PERFORMING PARACHUTE TESTING ACTIVITIES	*	*
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	5	7
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	5
T PERFORMING DEPLOYMENT AND CONTINGENCY PLANNING AIRCREW LIFE SUPPORT EQUIPMENT ACTIVITIES	3	3
U PERFORMING TRAINING ACTIVITIES	7	8
V PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	15	21

* Indicates less than 1%

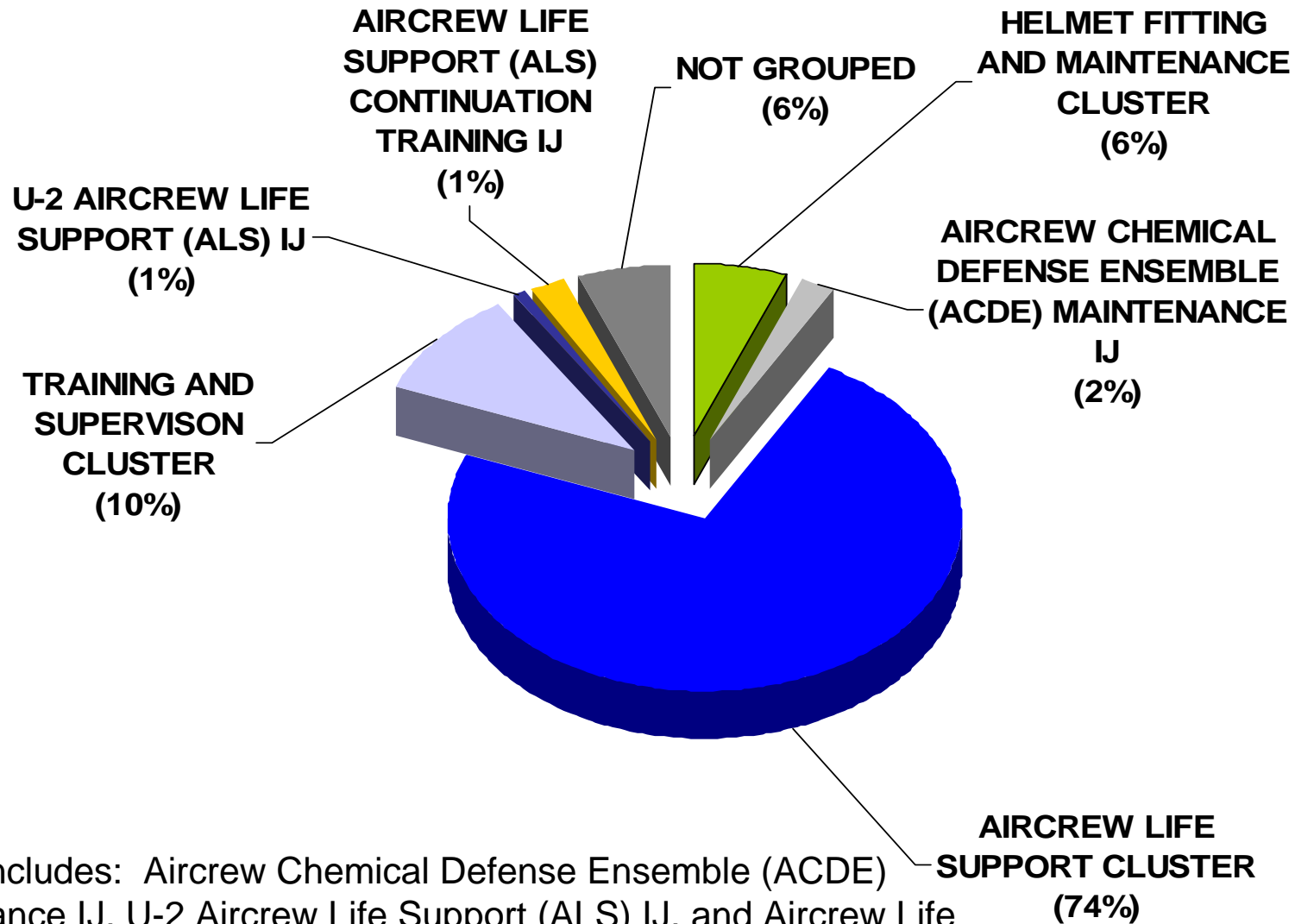
• Note: Columns may not add up to 100% due to rounding



First-Enlistment Clusters and Jobs (N=295)



AETC



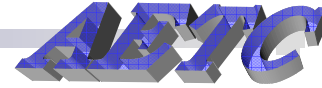
* OTHER includes: Aircrew Chemical Defense Ensemble (ACDE) Maintenance IJ, U-2 Aircrew Life Support (ALS) IJ, and Aircrew Life Support (ALS) Continuation Training IJ

IJ =Independent Job

1T1X1



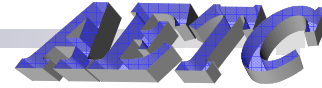
First-Enlistment Personnel Representative Tasks



TASKS	PERCENT MEMBERS PERFORMING (N=295)
Inspect aircrew life support equipment	90
Clean helmets	82
Perform periodic inspections on helmets	78
Clean or disinfect oxygen masks	75
Perform ALSMS or ALERTS inquiries or updates for aircrew life support equipment inspections	75
Perform periodic inspections on helmet visors	74
Perform postflight inspections on helmets	72
Inventory aircrew life support equipment	72
Fit nape straps on helmets	72
Drill or refill holes in helmet shells	71
Maintain aircrew life support facilities	70



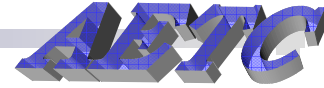
First-Enlistment Personnel Equipment or Tools



EQUIPMENT OR TOOLS	PERCENT MEMBERS PERFORMING (N=295)
Aircrew Life Support Management System (ALSMS)	98
AN-PRC-90 series radio sets	95
TS-24B radio test sets	87
Torque screw drivers	84
Multimeters	74
LRU-16/P 1-man life raft	61
BT-2B battery testers	60
SCOT oxygen testers	40



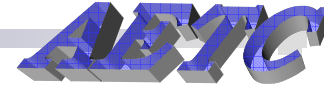
Specialty Training Standard (STS) Analysis



- STS is supported by survey data
- Some STS items may need proficiency code review
 - Three uncoded STS items are matched to JI tasks performed by more than 20% of members
- Numerous tasks performed by 20% or more of members were not referenced to STS



Proficiency Codes Requiring Review



UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TNG EMP*	TSK DIF**	ATI***
			1st ENL (N=652)	3- LVL (N=609)			
5.1.1.1.	Automated Life Support Management System (ALSMS)	--					
Task	A0017. Inventory aircrew life support equipment		72	72	2.97	3.45	8
13.1.5.8.	Emergency Respiratory Oxygen Systems (EROS) mask	--					
Task	J0291. Clean or disinfect oxygen masks		75	76	4.64	3.74	13
14.1.6.	Process/decontaminate equipment	--					
Task	M0397. Decontaminate survival equipment		20	27	5.05	6.33	11

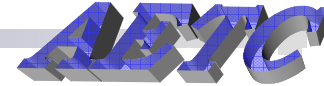
*Mean TE Rating is 1.92, Standard Deviation is 1.56 (HIGH TE= 3.48)

**Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

***ATI=Automated Training Indicator is a training decision value for resident training (18=high;
1=low)



Tasks not Referenced to STS



TASK		TNG EMP*	PERCENT MEMBERS PERFORMING		TSK DIF**	ATI**
			1ST	3-		
			ENL (N=295)	LVL (N=233)		
A0003	Coordinate modifications of ALS equipment, other than TCTO	1.28	23	21	4.99	2
B0040	Issue anti-exposure suits	1.85	38	39	3.47	4

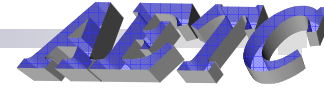
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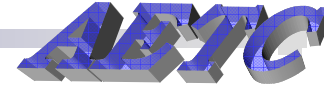
Job Satisfaction Indicators (Across Specialty Jobs)



	HELMET FITTING AND MAINTENANCE CLUSTER (N=65)	Breathing Equipment Maintenance Job (N=34)	Optical Accessories Maintenance Job (N=11)	Aircrew Protective Equipment Maintenance Job (N=8)
JOB INTERESTING	55	53	64	63
TALENTS WELL UTILIZED	63	62	64	63
TRAINING WELL UTILIZED	86	91	73	100
SENSE OF ACCOMPLISHMENT	62	65	55	50
PLAN TO REENLIST	68	71	73	63



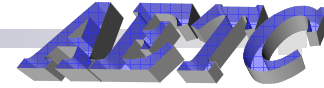
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	AIRCREW LIFE SUPPORT CLUSTER (N=831)	Emergency Oxygen and Breathing Maintenance Job (N=66)	ANG/AFRC Emergency Survival Equipment Maintenance Job (N=5)	Aircrew Life Support (ALS) Job (N=739)
JOB INTERESTING	65	52	40	66
TALENTS WELL UTILIZED	77	72	60	78
TRAINING WELL UTILIZED	92	94	60	93
SENSE OF ACCOMPLISHMENT	69	58	40	70
PLAN TO REENLIST	71	73	60	71



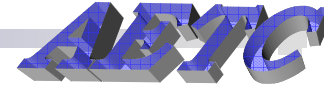
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	TRAINING AND SUPERVI- SION CLUSTER (<u>N=109</u>)	Training/ Instruction Job (<u>N=6</u>)	NCOIC Job (<u>N=8</u>)	Management and Supervision Job (<u>N=95</u>)
JOB INTERESTING	84	83	100	83
TALENTS WELL UTILIZED	91	83	88	91
TRAINING WELL UTILIZED	93	100	100	92
SENSE OF ACCOMPLISHMENT	78	83	75	78
PLAN TO REENLIST	62	100	88	60



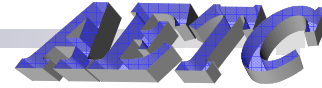
Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	Aircrew Chemical Defense Ensemble (ACDE) Maintenance IJ (N=24)	Aircrew Life Support (ALS) Continuation Training IJ (N=22)	U-2 Aircrew Life Support (ALS) IJ (N=6)
JOB INTERESTING	71	95	100
TALENTS WELL UTILIZED	75	95	100
TRAINING WELL UTILIZED	87	96	67
SENSE OF ACCOMPLISHMENT	79	86	83
PLAN TO REENLIST	75	82	100



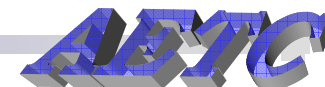
Job Satisfaction Indicators (Across AD, ANG, AFRC)



	<u>AD (N=799)</u>	<u>ANG (N=218)</u>	<u>AFRC (N=112)</u>
JOB INTERESTING	57	89	76
TALENTS WELL UTILIZED	71	91	85
TRAINING WELL UTILIZED	90	96	93
SENSE OF ACCOMPLISHMENT	63	86	74



Job Satisfaction Indicators (Current vs. Previous Study)

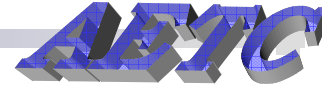


	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	2000 (N=470)	2004 (N=295)	2000 (N=198)	2004 (N=159)	2000 (N=454)	2004 (N=345)
JOB INTERESTING	53	45	58	55	80	70
TALENTS WELL UTILIZED	100	60	100	69	100	85
TRAINING WELL UTILIZED	85	87	87	92	84	91
SENSE OF ACCOMPLISHMENT	57	59	60	60	71	71
PLAN TO REENLIST	49	57	58	72	57	70



Retention Dimensions

First-Term Airmen (N=290)



PLANNING TO REENLIST (N=167)	PERCENT RESPONDING	AVERAGE
PAY AND ALLOWANCES	62	2.44
JOB SECURITY	53	2.59
RETIREMENT BENEFITS	53	2.54
MEDICAL/ DENTAL CARE FOR AD MEMBER	52	2.60
OFF-DUTY EDU OR TRAINING	51	2.48

PLANNING TO SEPARATE (N=123)

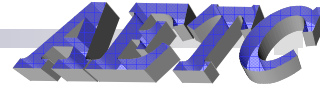
MILITARY LIFESTYLE	51	2.27
LOCATION OF PRESENT ASSIGNMENT	42	2.58
RECOGNITION OF EFFORTS	33	2.56
PAY AND ALLOWANCES	31	2.34
LEADERSHIP OF IMMEDIATE SUPERVISOR	29	2.56

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Dimensions

Second-Term Airmen (N=156)



PLANNING TO REENLIST (N=115)	PERCENT RESPONDING	AVERAGE
JOB SECURITY	68	2.72
RETIREMENT BENEFITS	66	2.61
PAY AND ALLOWANCES	65	2.56
MEDICAL/ DENTAL CARE FOR AD MEMBER	64	2.61
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	57	2.35

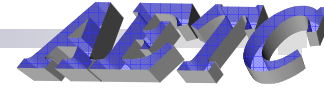
PLANNING TO SEPARATE (N=41)

MILITARY LIFESTYLE	44	2.28
WORK SCHEDULE	41	2.18
ESPRIT DE CORPS/MORALE	41	2.12
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	39	2.56
PAY AND ALLOWANCES	37	2.20

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Dimensions Career Airmen (N=270)

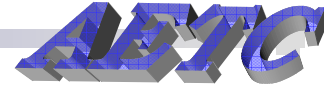


PLANNING TO REENLIST (N=240)	PERCENT RESPONDING	AVERAGE
RETIREMENT BENEFITS	75	2.67
PAY AND ALLOWANCES	55	2.57
JOB SECURITY	54	2.70
MILITARY LIFESTYLE	53	2.45
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	49	2.59
PLANNING TO SEPARATE (N=30)		
MILITARY LIFESTYLE	43	2.00
PAY AND ALLOWANCES	40	2.42
ADDITIONAL DUTIES	40	2.00
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	37	2.55
LEADERSHIP AT UNIT LEVEL	37	2.55

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



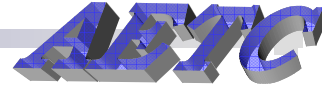
Summary of Results



- Fairly homogeneous career field
- Career ladder progression typical
 - Technical at 3- and 5-skill level progressing to more managerial at 9-skill level
- Career ladder documents well supported by survey data
 - STS provided comprehensive coverage of work performed by career ladder
 - Review of some items warranted
- Job satisfaction indicators
 - Similar when compared to previous study across all TAFMS groups



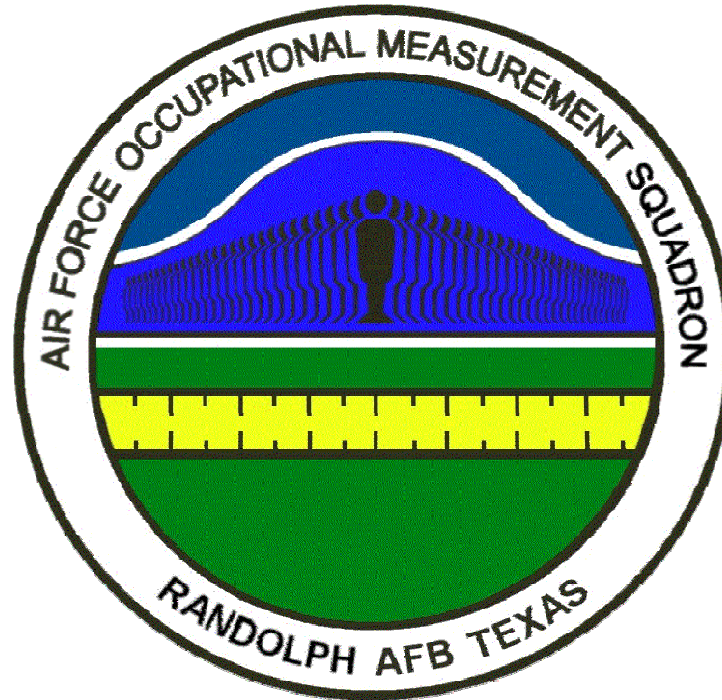
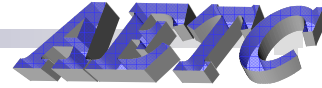
Way Ahead



- OSR Delivery Trip - May 04
- Utilization and Training Workshop (U&TW) – completed Dec 03 at Sheppard AFB
- Next SKT rewrite (major) - scheduled for 3 Aug 04



Questions?



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